

PAY DIFFERENTIAL 272
WATER RESOURCES TECHNICIAN II DIFFERENTIAL – UNIT 11

Effective: 07/01/02

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Water Resources Technician II	3043	R11	Department of Water Resources

RATE	EARNINGS ID
1(a) and 1(b) \$424 per pay period	8TAB
1(c) \$636 per pay period	8TC
2 \$241 per pay period	8TD

CRITERIA	
1(a)	Water Resources Technicians II having 60 months of Water Resources Technician II tenure and are at the top step of the Water Resources Technician II level shall receive a monthly salary differential of \$424.
1(b)	Water Resources Technicians II having completed 15 semester or equivalent college units, as approved by Department of Water Resources (DWR), and who have 12 months' tenure at the Water Resources Technician II level, shall receive a monthly salary differential of \$424. The 15 additional semester or equivalent units must be in a science, mathematics, or engineering curriculum of one of the college degrees referenced in the side letter agreement. College courses taken at a community college must be transferable to either a California State University or a University of California institution and fulfill course requirements for one of their degree programs also referenced in the side letter agreement.
1(c)	Water Resources Technicians II who hold a four-year college degree in a DWR approved field of study per the side letter agreement and have 12 months' tenure at the Water Resources Technician II level, shall receive a monthly salary differential of \$636.
2	Water Resources Technicians II assigned to DWR field assignment will receive a \$241 per month salary differential provided they have served for 24 consecutive months in a DWR field assignment after having reached the top step of Water Resources Technician II and have completed the 80-hour course in Water Resources Engineering Technology within 24 months of their appointment to a DWR field assignment at the Water Resources Technician II level. A DWR field assignment is defined as a permanent assignment to field work outside the office over 50 percent of the time.
<p>Water Resources Technicians II assigned to a DWR field assignment prior to the date the side letter agreement is signed who have not completed the 80-hour course in Water Resources Engineering Technology but otherwise meet this differential's eligibility criteria shall receive the differential. They will be scheduled to participate in the 80-hour course in Water Resources Engineering Technology as soon as possible.</p> <p>Counting base pay and differentials 1(a), 1(b), 1(c), and 2, no Water Resources Technician II may earn more than the top step of the salary of the Engineer, Water Resources, Range C. The Department of Water Resources will calculate the amounts of the differentials and automatically limit amounts paid pursuant to this section.</p>	

CRITERIA - Continued

Regarding differentials 1(a), 1(b), and 1(c), employees may receive only one of these three differentials at any time. These differentials are "permanent" in that they shall apply to qualifying Water Resources Technician II employees unless these differentials are removed by adverse action or unless each of the differentials are replaced with one of the other differentials because the employees have attained the higher education criteria.

Differential 2 is independent from differential 1(a), 1(b), and 1(c). It is "permanent" so long as the qualifying Water Resources Technician II remains assigned in a qualifying DWR field assignment, unless the differential is removed by adverse action. Payment of differential 2 ceases when the employee leaves the DWR field assignment.

A Water Resources Technician II, who previously received differential 2 and lost it due to leaving the qualifying DWR field assignment, will have the differential restored upon returning to a DWR field assignment, provided that the employee satisfies this differential's qualifications. Such employee returning to a DWR field assignment will not, therefore, have to satisfy the 24-month continuous tenure requirement of differential 2 again.

Qualifying Water Resources Technicians II may receive both differential 1(a, b, or c) and differential 2 simultaneously, subject to the limitations in the side letter agreement.

These differentials will be paid to qualifying employees retroactively to the pay period when they meet the qualifications. No differential will be granted prior to the July 2002 pay period.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes